SPECIAL ORDINANCE NO.

AN ORDINANCE TO PROVIDE FOR COLLECTIVE BARGAINING AND THE ARBITRATION OF DISPUTES WITH RESPECT TO EMPLOYEES OF THE CITY OF FORT WAYNE, INDIANA

BE IT ORDAINED by the COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA, THAT:

SECTION 1. REFERENCE. This Ordinance may be cited and referred to as the City Employees' Collective Bargaining and Arbitration Ordinance.

SECTION 2. POLICY. It is hereby declared to be the public policy of the City of Fort Wayne, Indiana:

- A. That the City should recognize each labor organization as selected by the majority of employees in an appropriate unit, and that such organizations should have the right to bargain collectively in their respective members' behalf.
- B. That a reasonable, fair and equitable method of settling disputes between city employees and the City of Fort Wayne should be established in the public interest.
- C. That in the protection of the public health, safety and welfare of the citizens of Fort Wayne, Indiana, City employees in the respective units thereof should not, and will not, be accorded the right to strike. A strike will constitute a violation of this ordinance.

SECTION 3. DEFINITIONS. As used in this ordinance, the following terms shall have the following meanings, unless the context requires a different interpretation:

- A. The term "Bargaining Unit" or "Unit" shall apply to:
 - (1) City Utilities Departments. Representation includes all nonsupervisory personnel not specifically classified as "confidential" in the following bargaining units:
 - (a) Water Maintenance and Service;
 - (b) Water Pollution Control Plant
 - (c) Water Filtration Plant
 - (d) Water Pollution Control Maintenance
 - (e) General Office
 - (f) All Other Non-Supervisory, Non-Confidential Employees
 - (2) Civil City Departments. Representation includes all non-supervisory personnel not specifically classifed as "confidential" in the following bargaining units:
 - (a) Fort Wayne Parks and Recreation
 - (b) Street Department
 - (c) All other Non-Supervisory, Non-Confidential Employees

- B. The term "City Employees" shall mean all employees of the City Utilities Departments and Civil City Departments, excluding Commissioned Police and Fire Personnel, in an appropriate unit.
- C. The term "City" shall mean the City of Fort Wayne and those officially designated person(s) by the Mayor, who shall act on behalf of the City on all factors.
- D. The term "factors" shall mean wages, hours of employment, fringe benefits and working conditions.
- E. The term "Exclusive Representative" shall mean the labor organization selected by the majority of employees in an appropriate unit to represent them as to wages, hours of employment fringe benefits and working conditions.
- F. The term "strike" shall mean any group action or refusal to act, which results in any interference with normal activity of the Department, such as, but not limited to willful absence from one's position, sick-in, or stoppage work or abstinence of interference in whole, or in part from the full, faithful and proper performance of duties of employment without the lawful approval of the City.
- G. The term "confidential employee" means an employee whose unrestricted access to confidential personnel files or whose functional responsibilities or knowledge in connection with the issues involved in dealings between the City and the City employees would make his membership in an employee organization incompatible with his official duties.

SECTION 4. RIGHTS OF EMPLOYEES. City employees all have the right to bargain collectively with the City and to be represented by such labor organizations as selected by the majority of employees in an appropriate unit with respect to factors. The unit shall be recognized as the exclusive representative, unless and until such recognition is withdrawn by a vote of the majority employees in the unit. All elections shall be by secret ballot.

SECTION 5. PAYROLL DEDUCTION OF EMPLOYEES' ORGANIZATION FEES. The City shall, upon written receipt of the authorization of a City employee, deduct from the pay of that employee any fee designated or certified by the appropriate officer of an employees' organization and shall remit those fees to the employees' organization.

SECTION 6. DUTIES

A. It shall be the obligation of the City to meet and bargain in good faith with the representative or representatives of the Bargaining Unit(s) within five (5) days after receipt of written requests for meeting for collective bargaining purposes. Notices for collective bargaining shall be given to the City by service upon the Controller of the City of Fort Wayne and to the presiding officer

of the City Council. The obligation to bargain in good faith shall include the duty to cause any agreement, resulting from such negotiations, to be reduced to writing. A contract may also contain a grievance procedure culminating in final and binding arbitration on unresolved grievances, but such binding arbitration shall have no power to amend, add to, subtract from or supplement provisions of the contract. PROVIDED, HOWEVER, that the term of any such contract in writing shall not exceed three (3) years.

- B. The person(s) designated by the Mayor to represent the City are hereby authorized to conduct all negotiations. Persons so designated shall not be elected government officials.
- C. The Mayor shall meet with the Common Council prior to negotiations to gain suggestions from the members of Council as to items to be considered at the bargaining table. The Mayor shall inform the Common Council at regular intervals of the progress of negotiations.

SECTION 7. IMPASSE. In the event that the Bargaining Unit and the City are unable, within thirty (30) days from an including the date of the first meeting, to reach an agreement on a contract, any and all unresolved issues shall be submitted to mediation and if need be arbitration, unless an extension is agreed upon by the parties in writing. If the selection of a mediator cannot be agreed upon mutually, the Federal Mediation and Conciliation Service shall provide a mediator upon the request of either the City or the exclusive representative. If the Bargaining Unit's representatives and the City, with the assistance of a mediator, are unable within twenty-five (25) days after the date of the first meeting with the mediator to reach an agreement on a contract, any unresolved issues must be submitted to arbitration.

SECTION 8. ARBITRATION.

- A. Within ten (10) days from the expiration date of the twenty-five (25) day period referred to in Section 7 thereof, the bargaining unit and the City shall begin the process of selecting one arbitrator from a list of seven (7) arbitrators (list with resumes of arbitrators will be provided by Federal Mediation and Conciliation Service) by alternately eliminating names until one arbitrator's name remains. Elimination procedure will be determined by drawing of lots and selection must be completed within ten (10) days from receipt of list from Federal Mediation and Conciliation Service. The arbitrator so selected shall be deemed the arbitrator.
- B. The arbitrator shall call a hearing to be held within ten (10) days after the date of his selection. The hearing shall be informal, and the rules of evidence prevailing in judicial proceedings shall not be applicable. Any and all documentary evidence and other data deemed revelant by the arbitrator may be received in evidence.

The arbitrator shall have the power to administer oaths to require by subpoena the attendance and testimony of witnesses, the production of books, records and other evidence relative or pertinent to the issues presented to him for determination. The hearing conducted by the arbitrator shall be concluded within twenty (20) days from the time of commencement, and within ten (10) days after the conclusion of the hearings the arbitrator shall make written findings and conclusions upon the issues presented, a copy of which shall be mailed or otherwise delivered to the bargaining unit and the City. The arbitrator's decision(s) shall be considered nonbinding, unless the bargaining unit and the City agree prior to arbitration that the decision(s) in certain areas shall be binding upon both parties. However, decisions in regard to annual pay and monetary fringe benefits and hours of employment shall not be binding on the City Council and shall be subject to approval by the Common Council in accordance with statutory authority granted by I.C. 36-4-7-3. The arbitrator shall conduct the hearings and render his decision upon the basis of a prompt, peaceful and just settlement of all disputes and issues between the bargaining unit and the City with D. respect to factors. The matters, among others, to be given weight by the arbitrator in arriving at a decision shall include: Comparison of factors in respect to City Departments with similar and like factors prevailing in not only the local area; but prevailing in other Second Class cities in Indiana; as well as other cities with a population range of Second Class cities, as defined in I.C. 34-4-1-1, which are located within the Great Lakes area. The interest and welfare of the public. (2) Comparison of peculiarities of employment in regard to other (3) trades or professions, in particular: Hazards of employment; Physical qualifications; (b) Educational qualifications (C) Mental qualifications (d) Job training and skills Such other matters as the arbitrator may deem pertinent or (4)relevant. Reasonable fees and necessary expenses of mediation and arbitration shall be borne equally by the bargaining unit and the city. CION 9. PRIOR AGREEMENTS. Any agreements negotiated between the bargaining unit and the City either before, or within thirty (30) days after arbitration shall constitute the collective bargaining contract with respect to City employees and the City for the period stated therein; PROVIDED, HOWEVER, that such period shall not exceed three -4(3) years.

SECTION 10. NOTICE PROVISION. Whenever the factors, as herein defined, or any other matters requiring the appropriation of money by the City are included as matters of collective bargaining conducted under the provisions of this Ordinance, it shall be the obligation of the bargaining unit to serve written notice of request for collective bargaining in respect to factors on the City at least One Hundred Twenty (120) days before the last day on which money can be appropriated by the City to cover the contract period which is the subject of the collective bargaining procedure.

SECTION 11. SEVERABILITY PROVISION. If any provision of this Ordinance, or application thereof to any person or circumstances, is held unconstitutional or otherwise invalid, the remaining provisions of this Ordinance shall not be affected thereby.

SECTION 12. EFFECTIVE DATE. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Approved as to form and legality

Stanley A. Levine, Attorney for City Council

Read the first time in full and seconded by , and d by title and referred to the Committee Plan Commission for recommendation) and P due legal notice, at the Council Chambers Indiana, on , the , 19 ,	uly adopted, read the second time (and the City ublic Hearing to be held after , City-County Building, Fort Wayne
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	SANDRA E. KENNEDY, CITY CLERK
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Passed and adopted by the Common	Council of the City of Fort
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(SPECIAL) (ZONING MAP) ORDINANCE (RE	SOLUTION) NO
on theday of	, 19,
ATTEST:	SEAL)
SANDRA E. KENNEDY, CITY CLERK	PRESIDING OFFICER
Presented by me to the Mayor of	the City of Fort Wayne, Indiana,
on the day of	, 19,
at the hour of o'clock	.M.,E.S.T.
	SANDRA E. KENNEDY, CITY CLERK
Approved and signed by me this _	day of,
19, at the hour of	o'clockM.,E.S.T.

WIN MOSES, JR., MAYOR



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	t the hour of		o'clock WIN MOSES,		E.S.T.



THE CITY OF FORT WAYNE

March 3, 1986

Gentlemen and Mrs. Bradbury:

Please be advised that I have vetoed Special Ordinance No. S-31-86, Bill No. S-86-01-entitled,

"AN ORDINANCE TO PROVIDE FOR COLLECTIVE BARGAINING AND THE ARBITRATION OF DISPUTES WITH RESPECT TO EMPLOYEES OF THE CITY OF FORT WAYNE, INDIANA."

As you know, the Administration has always engaged in collective bargaining with its public employee labor unions. I share Council's commitment to negotiation with our organized employees as both a matter of principle and public policy.

I believe, however, the above referenced ordinance eliminates incentives to negotiation as well as evades public responsibility and accountability by elected officials, by virtue of its provisions for mandatory arbitration.

For these reasons, neither the Administration, the employees, nor the taxpayers would be well served by its adoption.

Sincerely,

Win Moses, Jr.

Mayor



The City of Fort Wayne

March 13, 1986

Mr. Samuel J. Talarico
President
Common Council of City of Fort Wayne
1 West Main Street
Fort Wayne, Indiana 46802

RE: Special Ordinance No. S-31-86
Passed by Common Council
February 25, 1986
Vetoed: March 3, 1986

Dear Sam:

I have read with interest the accounts in both newspapers about the motion's to override Mayor Moses veto of the above legislation on March 11, 1986. I was absent, as you know, due to the death of my mother.

I have taken the time to review the pertinent portions of the video tapes of Council proceedings, and researched the questions presented. My opinion follows:

1. INDIANA STATE LAW ON VETOED ORDINANCES

As you know, pursuant to <u>I.C. 36-01-3-5</u>, a governmental unit may exercise any power it has to the extent that power is not denied by the Indiana Constitution or by Statute. On the basis of that Statute, what the Common Council does, and the legislation it passes is always measured by a standard of whether the act or legislation conflicts with the State Law. It is, therefore, our State Statutes that predominate over any ordinances in our Municipal Code.

The above Ordinance was vetoed by Mayor Moses on March 3, 1986. Therefore the following Statute from the Indiana Code is controlling:

I.C. 36-4-6-16:

Approval by executive -- Veto authorized -- Passage over veto -- (a) Within ten (10) days after an ordinance, order, or resolution is presented to him, the city executive shall:

(1) Approve the ordinance, order, or resolution, by entering his approval on it, signing it, and sending the legislative body a message announcing his approval; or

(2) Veto the ordinance, order, or

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One Main Street, Fort Wayne, Indiana 46802



resolution, by entering his approval on it, signing it, and sending the legislative body a message announcing his approval; or

(2) Veto the ordinance, order, or resolution, by returning it to the legislative body with a message announcing his veto and stating his reasons for the veto.

The executive may approve or veto separate items of an ordinance appropriating money or levying a tax.

(b) If the executive fails to perform his duty under subsection (a), the ordinance, order, or resolution is considered vetoed.

(c) Whenever, an ordinance, order, or resolution is vetoed by the city executive, it is considered defeated unless the legislative body, at its first regular or special meeting after the ten-day period prescribed by subsection (a), passes the ordinance, order, or resolution over his veto by a two-thirds (2/3) vote. {IC 18-1-3-6,18-1-6-2, recodified as IC 36-4-6-16 by Acts 1980, P.L. 212, 3}

(NOTE: Under I.C. 36-4-6-11, two-thirds 2/3 vote means at least

a two-thirds (2/3) vote of all elected members.)

Also, <u>I.C. 36-1-3-6</u> provides that if there is a statutory provision to exercise power, the governmental unit wanting to exercise that power <u>must</u> do so in that manner. Overriding a veto must therefore be done in the manner and the time frame established in <u>I.C. 36-4-6-16</u>.

Therefore, the first regular scheduled meeting after the Mayor's veto was March 11, 1986, and unless the ordinance was passed with <u>six</u> (6) votes at that meeting, the ordinance is considered defeated. The motion to override the Mayor's veto received five (5) votes on March 11, 1986, and therefore is to be considered defeated.

If the vote to override the veto had not been taken on March 11, 1986, and, for example had been tabled or not voted upon until some date thereafter, and had then received six (6) votes, the ordinance under the mandate of I.C. 36-4-5-16 (c) and I.C. 36-1-3-6 would still be considered defeated because it had not been passed over the Mayor's veto at the first regularly scheduled meeting after the ten (10) day period for executive action.

2. THE MOTION TO RECONSIDER:

Our <u>Municipal Code</u> makes provision for reconsideration

at Section 2-24, which reads as follows:

Sec. 2-24. Same -- Reconsideration.

When any question has been once decided in the affirmative or negative, any member voting with the majority may move a reconsideration thereof at the same or next regular meeting; provided, that no such motion shall be introduced at the next regular meeting unless the member intending to make the motion shall have given written notice of such intention at the meeting at which the vote which he desired to have reconsidered was taken. (1-2-56, art. 3, 6)

Councilperson Bradbury gave written notice of intention to move for reconsideration at the next regularly scheduled meeting on March 25, 1986.

Our <u>Municipal Code</u> at Section 2-19. provides:

Sec. 2-19. Rules of order.

Robert's Rules of Order, Revised, the latest edition, shall be the controlling authority on all questions of parliamentary law and procedure not specifically covered by the rules within this division for the conduct of business or by statute or ordinance.

The intent of this section of the code is to establish Robert's Rules of Order, as the final arbiter of parliamentary law on procedure if not specifically covered by the rules within Chapter 2 of the Code or by Statute or Ordinance.

In accordance with Sec. 36 of Robert's Rules of Order, a motion to reconsider "can be made only by a member who voted with the prevailing side." "In other words, a reconsideration can be moved only by one who voted aye if the motion involved was adopted, or no, if the motion was lost." As Robert's provides "It should be noted that it is possible for a minority to be the prevailing side if a motion requiring a two-third vote for adoption is lost." (emphasis added.)

While Sec. 2-29 of the Municipal Code would seem to govern most votes or ordinances requiring a majority vote, and thus a member voting with the majority in either case, (whether the ordinance pass or failed,) would be a member who voted with the prevailing side, and be able to request in writing, reconsideration, in my opinion that section would not apply to the situation at hand where two-thirds (2/3) vote was required by statute to override a veto. A majority vote is not enough to override a veto. Hence, under Sec. 2-19, Robert's would govern.

While Mrs. Bradbury, in fact was a member of the majority which voted to override the veto, and in good faith requested reconsideration under Sec. 2-29 of the Municipal Code, because a two-thirds (2/3) vote, was required and not obtained, she was not a member who voted with the prevailing side. The prevailing side would be the three (3) who voted no to override the veto and thus prevented a two-thirds (2/3) vote. Therefore, her request for a reconsideration should be ruled by you as President to have been out of order, and in conflict with proper parliamentary procedure. The minority was the prevailing side on the 5-3 vote, and since she didn't vote with the prevailing side, she could not make the motion to reconsider.

Not so parenthetically, it should be noted that even if a member of the prevailing minority had made a motion to reconsider, if the re-vote had not been taken on March 11, 1986, the ordinance would still be considered defeated as not having been taken at the next regularly scheduled meeting after the veto.

Hence, even though by technical parliamentary rule, Mrs. Bradbury's motion to reconsider was improperly made by one not on the prevailing side the effect of the motion to reconsider the vote to override the veto to March 25, 1986, would have produced a meaningless vote as not taken on March 11, 1986 as State Law requires. Six (6) votes to override the veto on March 25, 1986 would do nothing as the vote would not have been timely made.

I regret missing the meeting of March 11, 1986.

Clearly the above ordinance is defeated, and you should so rule at the next meeting.

Sincerely,

Stanley A. Levine Legal Advisor to the

Common Council

cc: to all Members of Council

cc: to City Attorney

Move to reconsider

bill 5-86-01-19 (as)

amended)

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Bradding & Henry.

The arbitrator shall have the power to administer oaths to require by subpoens the attendance and testimony of witnesses, the production of books, records and other evidence relative or pertinent to the issues presented to him for determination.

- The hearing conducted by the arbitrator shall be concluded within twenty (20) days from the time of commencement, and within ten (10) days after the conclusion of the hearings the arbitrator shall make written findings and conclusions upon the issues presented, a copy of which shall be mailed or otherwise delivered to the bargaining unit and the City. The arbitrator's decision(s) shall be considered nonbinding, unless the bargaining unit and the City agree prior to arbitration that the decision(s) in certain areas shall be binding upon both parties. Decisions in regard to annual pay and monetary fringe benefits and hours of employment shall be subject to approval by the Common Council in accordance with statutory authority granted by I.C. 36-4-7-3.
- The arbitrator shall conduct the hearings and render his decision upon the basis of a prompt, peaceful and just settlement of all disputes and issues between the bargaining unit and the City with respect to factors. The matters, among others, to be given weight by the arbitrator in arriving at a decision shall include:
 - (1) Comparison of factors in respect to City Departments with similar and like factors prevailing in not only the local area; but prevailing in other Second Class cities in Indiana; as well as other cities with a population range of Second Class cities, as defined in I.C. 34-4-1-1, which are located within the Great
 - (2) The interest and welfare of the public.
 - (3) Comparison of peculiarities of employment in regard to other trades or professions, in particular:
 - (a) Hazards of employment;
 - (b) Physical qualifications;
 - (c) Educational qualifications
 - (d) Mental qualifications
 - Job training and skills
 - 4. Such other matters as the arbitrator may deem pertinent or relevant.
- Reasonable fees and necessary expenses of mediation and arbitration shall be borne equally by the bargaining unit and the city.

SECTION 9. PRIOR AGREEMENTS. Any agreements negotiated between the bargaining unit and the City either before, or within thirty (30) days after arbitration shall constitute the collective bargaining contract with respect to City employees and the City for the period stated therein; PROVIDED, HOWEVER, that such period shall not exceed three

#1 amendment Dow Schmidt Read the first time in full and on motion by , and duly adopted, read the second time seconded by _______, and duly adopted, read the second ti by title and referred to the Committee _______ (and the Commission for recommendation) and Public Hearing to be held after (and the City due legal notice, at the Council Chambers, City-County Building, Fort Wayne, , the _______ day or ______, 19 ____, at ______o'clock __.M.,E.S. Indiana, on DATE: SANDRA E. KENNEDY, CITY CLERK Read the third time in full and on motion by , and duly adopted, placed on its seconded by passage. PASSED (LOST) by the following vote: ABSENT TO-WIT: ABSTAINED AYES NAYS TOTAL VOTES BRADBURY BURNS EISBART GiaQUINTA HENRY REDD SCHMIDT STIER TALARICO DATE: SANDRA E. KENNEDY, CITY CLERK Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL) day of____ , 19____, (SEAL) ATTEST:

19 , at the hour of ______o'clock ____.M.,E.S.T.

Approved and signed by me this day of ,

WIN MOSES, JR., MAYOR

REPORT OF	THE COMMITTEE ON PUB	OMMITTEE OF THE WHOLE) BLIC RELATIONS
WE, YOUR COMMITTEE ON	(COMMITTEE OF THE PUBLIC RELATIONS	WHOLE) TO WHOM WAS
REFERRED AN (ORDINAN	CE) (RESOLUTION) TO P	
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EMPLOYEES OF THE CIT	Y OF FORT WAYNE, INDIANA	
	CE) (RESOLUTION) UNDER TO THE COMMON COUNCIL THAT	AT SAID (ORDINANCE)
YES		NO
	JAMES S. STIER CHAIRMAN	
	JANET G. BRADBURY VICE CHAIRWOMAN	Janet G. Bradbu
	BEN A. EISBART	
	DEN A. EISBART	
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Med Charles	CHARLES B. REDD DONALD J. SCHMIDT THOMAS C. HENRY	
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